

POSITIVE OUTCOMES CHARTER SCHOOL (A Component Unit of the State of Delaware) Camden, Delaware

AUDITED FINANCIAL STATEMENTS For the Fiscal Year Ended June 30, 2006

POSITIVE OUTCOMES CHARTER SCHOOL AUDITED FINANCIAL STATEMENTS FOR THE FISCAL YEAR ENDED JUNE 30, 2006

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STATE OF DELAWARE OFFICE OF AUDITOR OF ACCOUNTS

R. THOMAS WAGNER, JR., CGFM, CFE
AUDITOR OF ACCOUNTS

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INDEPENDENT AUDITOR'S REPORT

TO THE SCHOOL BOARD MEMBERS POSITIVE OUTCOMES CHARTER SCHOOL Camden, Delaware

We have audited the accompanying financial statements of the governmental activities and the general fund of Positive Outcomes Charter School (the School) (a component unit of the State of Delaware) as of and for the year ended June 30, 2006 which collectively comprise the School's basic financial statements as listed in the table of contents. These financial statements are the responsibility of the School's management. Our responsibility is to express opinions on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and the significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinions.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities and the general fund of the School as of June 30, 2006 and the respective changes in financial position thereof for the year then ended in conformity with accounting principles generally accepted in the United States of America.

In accordance with *Government Auditing Standards*, we have also issued our report dated August 25, 2006 on our consideration of the School's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* and should be considered in assessing the results of our audit.

Management's Discussion and Analysis is not a required part of the basic financial statements but is supplementary information required by accounting principles generally accepted in the United States of America. The School has not presented the Management's Discussion and Analysis that the Governmental Accounting Standards Board has determined is necessary to supplement, although not required to be part of, the basic financial statements.

The budgetary comparison information on pages 16 through 17 is not a required part of the basic financial statements but is supplementary information required by accounting principles generally accepted in the United States of America. We have applied certain limited procedures, which consisted principally of inquiries of management regarding the methods of measurement and presentation of the required supplementary information. However, we did not audit the information and express no opinion on it.

R. Thomas Wagner, Jr., CFE, CGFM, CICA Auditor of Accounts Office of Auditor of Accounts

August 25, 2006



STATE OF DELAWARE

OFFICE OF AUDITOR OF ACCOUNTS

R. THOMAS WAGNER, JR., CGFM, CFE
AUDITOR OF ACCOUNTS

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REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF BASIC FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS

TO THE SCHOOL BOARD MEMBERS POSITIVE OUTCOMES CHARTER SCHOOL Camden, Delaware

We have audited the financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of Positive Outcomes Charter School (the School) as of and for the year ended June 30, 2006, which collectively comprise the School's basic financial statements, and have issued our report thereon dated August 25, 2006. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States.

Internal Control Over Financial Reporting

In planning and performing our audit, we considered the School's internal control over financial reporting in order to determine our auditing procedures for the purpose of expressing our opinions on the financial statements and not to provide an opinion on the internal control over financial reporting.

Our consideration of the internal control over financial reporting would not necessarily disclose all matters in the internal control that might be material weaknesses. A material weakness is a reportable condition in which the design or operation of one or more of the internal control components does not reduce to a relatively low level the risk that misstatements caused by error or fraud in amounts that would be material in relation to the financial statements being audited may occur and not be detected within a timely period by employees in the normal course of performing their assigned functions. We noted no matters involving the internal control over financial reporting and its operation that we consider to be material weaknesses.

We also noted certain additional matters that we reported to management of the School in a separate letter dated August 25, 2006.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether the School's financial statements are free of material misstatement, we performed tests of its compliance with certain provisions of laws, regulations,

contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit and, accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance that are required to be reported under *Government Auditing Standards*.

This report is intended solely for the information and use of the School's management, School Board Members, Department of Education, Office of the Governor, Office of Controller General, Office of Attorney General, Office of Management and Budget, and Department of Finance and is not intended to be and should not be used by anyone other than these specified parties. However, under 29 Del. C., Section 10002(d), this report is a public record and its distribution is not limited.

R. Thomas Wagner, Jr., CFE, CGFM, CICA Auditor of Accounts Office of Auditor of Accounts

August 25, 2006

STATEMENT OF NET ASSETS JUNE 30, 2006

<u>ASSETS</u>		GOVERNMENTAL ACTIVITIES	
CURRENT ASSETS			
Cash and Cash Equivalents			
Receivables	\$	298,043	
Governments - Federal through State		15.000	
Delaware Department of Education		15,200	
1		3,176	
TOTAL ASSETS		316,419	
		310,419	
<u>LIABILITIES</u>			
CURRENT LIABILITIES			
Accounts Payable			
Accrued Salaries and Related Costs		18,245	
TOTAL CURRENT LIABILITIES		189,340	
TO THE CONCENT EMPLEMENT		207,585	
NONCURRENT LIABILITIES			
Compensated Absences		13,672	
		15,072	
TOTAL LIABILITIES		221,257	
<u>NET ASSETS</u>			
Unrestricted	ø	05 160	
		95,162	

STATEMENT OF ACTIVITIES YEAR ENDED JUNE 30, 2006

NET (EXPENSE) REVENUE AND CHANGES IN NET ASSETS	TOTAL GOVERNMENTAL ACTIVITIES	\$ (1,256,079)	(189,255)	(1,445,334)		185,232	1,279,727	4,421	17,883	1,487,263	41,929	53,233	\$ 95,162
UES	CAPITAL GRANTS AND CONTRIBUTIONS	€		\$									
PROGRAM REVENUES	OPERATING GRANTS AND CONTRIBUTIONS	\$ 106,313		\$ 106,313			Specific Purposes	Equivalents		REVENUES	ASSETS	OF YEAR	I.R
3	CHARGES FOR SERVICES	€9	1	€	VENUES	Charges to School Districts	State Aid not Restricted to Specific Purposes	Earnings on Cash and Cash Equivalents	Miscellaneous Revenues	TOTAL GENERAL REVENUES	CHANGE IN NET ASSETS	NET ASSETS AT BEGINNING OF YEAR	NET ASSETS AT END OF YEAR
	EXPENSES	\$ (1,362,392)	se (189,255)	\$ (1,551,647)	GENERAL REVENUES	Charges t	State Aid	Earnings	Miscellan	TC	Đ	NET ASSETS	NET ASSETS
		GOVERNMENTAL ACTIVITIES Instructional Services Supporting Services:	Operation and Maintenance of Facilities	TOTAL CHARTER SCHOOL									

BALANCE SHEET – GOVERNMENTAL FUNDS JUNE 30, 2006

<u>ASSETS</u>	 GENERAL FUND			
Cash and Cash Equivalents	\$ 298,043			
Receivables				
Governments – Federal through State	15,200			
Delaware Department of Education	3,176			
TOTAL ASSETS	\$ 316,419			
<u>LIABILITIES</u>				
Accounts Payable	\$ 18,245			
Accrued Salaries and Related Costs	189,340			
TOTAL LIABILITIES	 207,585			
FUND BALANCES				
Reserved for Encumbrances	2,868			
Unreserved	105,966			
TOTAL FUND BALANCES	 108,834			
TOTAL LIABILITIES AND FUND BALANCES	\$ 316,419			

RECONCILIATION OF THE BALANCE SHEET OF GOVERNMENTAL FUNDS TO THE STATEMENT OF NET ASSETS JUNE 30, 2006

AMOUNTS REPORTED FOR GOVERNMENTAL ACTIVITIES IN THE STATEMENT OF NET ASSETS ARE DIFFERENT BECAUSE:	
Total Fund Balances - Governmental Funds	\$ 108,834
Long-term compensated absences liabilities are not due and payable in the current period and, therefore, are not reported liabilities in the funds.	 (13,672)
TOTAL NET ASSETS – GOVERNMENTAL ACTIVITIES	\$ 95,162

STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCES – GOVERNMENTAL FUNDS YEAR ENDED JUNE 30, 2006

	GENERAL FUND
REVENUES	
State Support	\$ 1,279,727
Federal Support	106,313
Charges to School Districts	185,232
Earnings on Cash and Cash Equivalents	4,421
Miscellaneous Revenues	17,883
TOTAL REVENUES	1,593,576
EXPENDITURES	
Current	
Instructional Services	1,348,720
Supporting Services:	
Operation and Maintenance of Facilities	189,255
TOTAL EXPENDITURES	1,537,975
NET CHANGE IN FUND BALANCE	55,601
FUND BALANCE AT BEGINNING OF YEAR	53,233
FUND BALANCE AT END OF YEAR	\$ 108,834

RECONCILIATION OF THE STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE OF GOVERNMENTAL FUNDS TO THE STATEMENT OF ACTIVITIES YEAR ENDED JUNE 30, 2006

AMOUNTS REPORTED FOR GOVERNMENTAL ACTIVITIES IN THE STATEMENT OF ACTIVITIES ARE DIFFERENT BECAUSE:	
Net Change in Fund Balances – Total Governmental Funds	\$ 55,601
Some expenses reported in the statement of activities do not require the use of current financial resources and, therefore, are not reported as expenditures in the governmental funds.	
Compensated Absences	 (13,672)
CHANGE IN NET ASSETS – GOVERNMENTAL ACTIVITIES	\$ 41,929

NOTES TO FINANCIAL STATEMENTS JUNE 30, 2006

NOTE A - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements of Positive Outcomes Charter School (the School) have been prepared in conformity with accounting principles generally accepted in the United States of America as applied to local government units. The Governmental Accounting Standards Board (GASB) is the accepted standard-setting body for establishing governmental accounting and financial reporting principles. The more significant accounting policies of the School are described below.

Reporting Entity

The School was founded in 1996 and provides educational opportunities for students at risk. The School is considered to be a component unit of the State of Delaware. A component unit, although a legally separate entity, is, in substance, part of the State of Delaware's operations. The School has no component units for which it is considered to be financially accountable.

Government-Wide and Fund Financial Statements

The government-wide financial statements (i.e. the statement of net assets and the statement of activities) report information on all of the non-fiduciary activities of the School.

The statement of activities demonstrates the degree to which the direct expenses of a given program are offset by program revenues. Direct expenses are those that are clearly identifiable with a specific program. Program revenues include 1) charges to students who purchase, use, or directly benefit from goods and services provided and 2) grants and contributions that are restricted to meeting the operational or capital requirements of a particular function. Grants and other revenues not specifically identifiable to a direct expense are reported as general revenues.

Measurement Focus, Basis of Accounting and Financial Statement Presentation

The government-wide financial statements are reported using the economic resources measurement focus and the accrual basis of accounting. Revenues are recorded when earned and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows. Charges to school districts are recognized as revenues in the year for which they are billed. Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met.

The governmental fund financial statements are reported using the current financial resources measurement focus and the modified accrual basis of accounting. Revenues are recognized as soon as they are both measurable and available. Revenues are considered to be available when they are collectible within the current period or soon enough thereafter to pay liabilities of the

NOTES TO FINANCIAL STATEMENTS JUNE 30, 2006

NOTE A - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - CONTINUED

current period. For this purpose, the School considers revenues to be available if they are collected within 60 days of the end of the current fiscal period. Expenditures generally are recorded when a liability is incurred, as under accrual accounting.

The School reports only one fund which is the general fund (a governmental fund type).

Encumbrances

Encumbrance accounting is employed in the governmental funds. Encumbrances (e.g., purchase orders and contracts) outstanding at year-end are reported as reservations of fund balances and do not constitute expenditures or liabilities because the commitments will be reappropriated and honored during the subsequent year. Encumbrances at June 30, 2006 were \$2,868.

Cash And Cash Equivalents

Cash equivalents of the School are handled and controlled by the State Treasurer's Office in Dover, Delaware.

Capital Assets

The School defines capital assets as assets with an initial individual cost of more than \$5,000 and an estimated useful life in excess of one year. If such assets were acquired, they would be reported in the government-wide financial statements and would be recorded at historical cost or estimated historical cost. Donated capital assets would be recorded at estimated fair value at the date of donation.

The cost of normal maintenance and repairs that do not add to the value of the asset or materially extend lives of the assets are not capitalized.

Compensated Absences

Vacation pay plus related payroll taxes is accrued when incurred in the government-wide financial statements and the governmental funds because the liability is considered current.

Vacation

Twelve-month employees can accumulate up to 42 days of vacation. Any days in excess of 42 are dropped as of July 1st of each year. Employees are paid for unused vacation upon termination, retirement, etc. at the current rate of pay. Vacation leave allowances for twelve-month employees are as follows: 1 day per month for employees with 1-5 years of State recognized experience; 1.5 days per month for employees with 5-10 years

NOTES TO FINANCIAL STATEMENTS JUNE 30, 2006

NOTE A - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - CONTINUED

of State recognized experience; and 1.75 days per month for employees with 10+ years of State recognized experience.

Sick Leave

Sick leave allowances are as follows: 10 days for 10-month employees, 11 days for 11-month employees, and 12 days for 12-month employees. Any unused sick days shall be accumulated to the employee's credit without limit. Compensation for accumulated sick days is paid out at one-half of the accumulated sick days up to 90 days upon retirement at the current rate of pay.

Fund Balance

In the fund financial statements, governmental funds report reservations of fund balance for amounts that are not available for appropriation or are legally restricted by outside parties for use for a restricted purpose.

Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

NOTE B - CASH AND CASH EQUIVALENTS

At June 30, 2006, the School has a cash equivalent balance of \$298,043. These cash equivalents are part of an investment pool controlled by the personnel of the State Treasurer's Office in Dover, Delaware and all investment decisions are made by the State Treasurer's Office. These funds are considered to be highly liquid and available for immediate use and, thus, are recorded as cash equivalents in these financial statements.

The funds held by the State of Delaware investment pool, an internal investment pool, are specifically identified for the School, but the credit risk cannot be categorized for these funds. Credit risk for such investments depends on the financial stability of the State. The State reports that its investment securities are stated at quoted market prices, except that investment securities with a remaining maturity at time of purchase of one year or less are stated at cost or amortized cost.

NOTES TO FINANCIAL STATEMENTS JUNE 30, 2006

NOTE C - LEASING ARRANGEMENTS

The School is committed under a lease for its facilities through June 30, 2010. For the year ended June 30, 2006, the rent expense was \$144,000.

The following is a summary of future annual lease payments:

YEAR ENDING		
JUNE 30	AM	10UNT
2007	\$	144,000
2008		144,000
2009		144,000
2010		144,000
TOTAL	\$	576,000

NOTE D – PENSION PLAN

School employees are considered State employees and are covered under the State's pension program. The State contributed 15.02% for fiscal 2006 of the State's share of the employees' salary. The School contributed the same percentages on the local share of the salary. The employees contribute 3% of salary in excess of \$6,000 per share up to social security maximum and 3% for any salary above social security maximum. Total pension cost of \$105,106 (State share), \$6,695 (local share) and \$6,038 (covered by Federal grant funds) is included in the financial statements. Pension costs accrued at June 30, 2006 were approximately \$20,000.

Certain significant plan provisions follow:

- Early Retirement:
 - a. 15 Years Service Age 55
 - b. 25 Years Service Any Age
- Service Retirement:
 - a. 15 Years Service Age 60
 - b. 30 Years Service Any Age
 - c. 5 Years Service Age 62
- Disability Retirement:
 - a. 5 Years Service and Proof of Disability
- Vested Pension:
 - a. An employee can vest pension rights after five years of service.

NOTES TO FINANCIAL STATEMENTS JUNE 30, 2006

NOTE D - PENSION PLAN - CONTINUED

The State's pension program is a defined benefit plan. More information on this plan is available in the State of Delaware Public Employee Retirement System (DPERS) Comprehensive Annual Financial Report. This report may be obtained by writing DPERS at Suite 1, McArdle Building, 860 Silver Lake Boulevard, Dover, Delaware 19904, or calling 1-800-722-7300, or visiting their website at www.delawarepensions.com/information/financials.shtml

NOTE E - COMMITMENTS AND CONTINGENCIES

In the normal course of business, there are outstanding various commitments and contingent liabilities in addition to the normal encumbrances for the purchase of goods and services. The School does not anticipate losses from these transactions.

Grants

The School receives financial assistance from federal agencies in the form of grants. The disbursement of funds received under these programs generally requires compliance with terms and conditions specified in the grant agreements and are subject to audit by the State Office of Auditor of Accounts. Any disallowed claims resulting from such audits could become a liability of the School. The School's administration believes such disallowance, if any, would be immaterial.

NOTE F - RISK MANAGEMENT

The School has purchased commercial insurance policies for various risks of loss related to torts; theft, damage, or destruction of assets; errors or omissions; injuries to employees; or acts of God. Payments of premiums for these policies are recorded as expenses for the School. Insurance settlements have not exceeded insurance coverage in either of the past two years. There were no significant reductions in coverage compared to the prior year.

NOTE G – ACCOUNTS RECEIVABLE FROM DELAWARE DEPARTMENT OF EDUCATION

In Fiscal Year 2005, an employee retired and received payment of unused sick and vacation time. The Delaware Department of Education provides reimbursement of the State's portion of the retirement payment which totaled \$ 18,259. The remaining balance due from the Delaware Department of Education totals \$3,176. This amount has been recorded as a receivable on the School's financial statements.

REQUIRED SUPPLEMENTAL INFORMATION

SCHEDULE OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE – BUDGET AND ACTUAL – GENERAL FUND YEAR ENDED JUNE 30, 2006

	BUDGETED AMOUNTS				ACTUAL MOUNTS	VARIANCE WITH FINAL BUDGET			
REVENUES	ORIGINAL FINAL				DGETARY BASIS	P	POSITIVE (NEGATIVE)		
State Support	A							•	
Federal Support	\$	1,301,986	\$	1,301,986	\$	1,279,727	\$	(22,259)	
Charges to School Districts		95,260		95,260		91,113		(4,147)	
Earnings on Cash and Cash Equivalents		185,232		185,232		185,232		-	
Miscellaneous Revenues		3,300		3,300		4,421		1,121	
		14,683		14,683		17,883		3,200	
TOTAL REVENUES		1,600,461		1,600,461	_	1,578,376		(22,085)	
EXPENDITURES									
Current:									
Communications									
		3,800		3,800		3,389		411	
Computer/Word Processing/Software Employment Costs		20,681		20,681		22,916		(2,235)	
Insurance		328,309		328,309		307,125		21,184	
		16,325		16,325		16,325		-	
Land/Building/Facilities		144,000		144,000		144,000		-	
Other Contractual Services		44,227		44,227		37,172		7,053	
Public Utility Services		28,668		28,668		26,807		1,860	
Salaries		852,634		852,634		820,582		32,052	
Student Body Activity		11,880		11,880		16,833		(4,953)	
Supplies and Materials		134,742		134,742		110,497		24,245	
Tuition Subsidies		6,232	_	6,232		7,118		(886)	
TOTAL EXPENDITURES		1,591,498		1,591,498		1,512,764		78,731	
NET CHANGE IN FUND BALANCE	\$	8,963	\$	8,963		65,612	•	56.646	
		-,,,,,,,	*	0,700		03,012	\$	56,646	
Cash Basis Fund Balance at Beginning of Year						232,431			
Cash Basis Fund Balance at End of Year					\$	298,043			

NOTES TO THE SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE – BUDGET AND ACTUAL – GENERAL FUND YEAR ENDED JUNE 30, 2006

The School's budget is prepared on the cash basis of accounting. The amount reported as "net change in fund balance" on the budgetary basis derives from the cash basis of accounting. Revenues are reported when received and expenditures are reported when paid. This amount differs from the "net change in fund balance" reported in the Statement of Revenues, Expenditures and Changes in Fund Balance — Governmental Funds" on page 9.

That statement is prepared on the modified accrual basis of accounting. Revenues are recognized as soon as they are both measurable and available. Revenues are considered to be available when they are collectible within the current period or soon enough thereafter to pay liabilities of the current period. For this purpose, the School considers revenues to be available if they are collected within 60 days of the end of the current fiscal period. Expenditures generally are recorded when a liability is incurred, as under accrual accounting.

The following reconciles the net change in fund balance per the budgetary basis to the net change in fund balance per the modified accrual basis.

NET CHANGE IN FUND BALANCE, BUDGETARY BASIS	\$ 65,612
Net Increase in Receivables	117
Net Increase in Liabilities	 (10,128)
NET CHANGE IN FUND BALANCE, MODIFIED ACCRUAL BASIS	\$ 55,601

OTHER INFORMATION

SCHEDULE OF FINDINGS AND QUESTIONED COSTS YEAR ENDED JUNE 30, 2006

SUMMARY OF AUDITOR'S RESULTS

- 1. The auditor's report expresses an unqualified opinion on the basic financial statements of Positive Outcomes Charter School.
- 2. No reportable conditions were identified during the audit of the basic financial statements of Positive Outcomes Charter School.
- 3. No instances of noncompliance material to the financial statements of Positive Outcomes Charter School were disclosed during the audit.

FINDINGS - COMPLIANCE REPORTING

None.

FINDINGS - FINANCIAL REPORTING

None.

STATUS OF PRIOR AUDIT FINDINGS

Finding 2005-01

The State of Delaware *Budget and Accounting Manual* states, "...the work of employees is subdivided, wherever possible, so that no single employee performs a complete cycle of operations." An adequate system of internal controls consists of policies and procedures, which would provide for a segregation of duties between key accounting functions, which helps to reduce the risk of error or inappropriate actions.

Positive Outcome Charter School's Business Manager prepares manual documents and enters and approves the documents in DFMS. The Business Manager also completes the monthly reconciliations, which are not reviewed by management.

Employees with PHRST access have the ability to access and revise their payroll data.

As a result, there is an increase in the risk of misappropriation of assets due to the lack of segregation of duties.

RECOMMENDATION:

The School Director provide the second level of approval documents in DFMS and/or review the monthly reconciliations of DFMS activity and sign the reconciliations to denote his review and approval.

SCHEDULE OF FINDINGS AND QUESTIONED COSTS YEAR ENDED JUNE 30, 2006

STATUS OF PRIOR AUDIT FINDINGS - CONTINUED

The School implement PHRST sign-on controls at the School level that limit employees' ability to access and revise their payroll data.

MANAGEMENT'S RESPONSE:

The Director of Positive Outcomes Charter School shall review the monthly reconciliations of DFMS activity and shall sign the reconciliations to denote his review and approval. This procedure is to go into effect immediately. If a policy is necessary it shall be drafted and approved by the Positive Outcomes Charter School Board of Directors by March 2006.

The school shall implement PHRST sign-on controls at the school level that limit employees' ability to access and revise their payroll data.

CURRENT YEAR STATUS: Implemented